



North Harbour Diving Inc and Diving Waitakere Inc

7 Shiloh Way, Greenhithe
www.aucklanddiving.co.nz

Prelude

In keeping with our combined Strategic Plan Vision to be *"the World's largest diving community of excellence"* we need to clearly document our processes to ensure that all of the pillars that support our Vision are available to those in succession in the executive management of the club. This Code of Conduct is one of the key pillars.

NORTH HARBOUR DIVING AND DIVING WAITAKERE (the Clubs) – CODE OF CONDUCT POLICY

1. AIMS

- 1.1 This code of conduct policy is for the benefit of all members, divers, coaches, officials, supporters and executive alike and is designed to maintain the standards and expectations of our strategic vision.
- 1.2 To provide definitive guidance to all athletes and visitors to the club on these expectations and ensure transparency of process should these expectations not be met.

2. CONDUCT AT POOLSIDE, DURING TRAINING AND COMPETITION

- 2.1 North Harbour Diving and Diving Waitakere subscribe to and endorse the Diving New Zealand Code of Conduct, Rules and Policies. These may be found in detail at www.divingnewzealand.org.nz
- 2.2 All divers, coaches, managers and supporters in all grades and squads are expected to maintain the standards of competitive good sportsmanship during all events and training sessions, either at poolside or other venues at all times.
- 2.3 Diving is a potentially dangerous sport and divers and their families are expected to respect the decisions of the coaching staff and officials.
- 2.4 Behaviour deemed contrary to these expectations include, but are not limited to, racist, sexist, demeaning, disparaging or aggressive language.
- 2.5 Any intimidating or violent behavior will also be perceived as not in keeping with the Clubs' values and in contravention of this code of conduct.
- 2.6 Any behaviour deemed contrary to DNZ Code of Conduct, Rules and Policies will also be perceived as not in keeping with the Clubs' values and in contravention of this code of conduct.

3. CONDUCT AT VENUES

- 3.1 In addition to 2.1 – 2.5 above:
- 3.2 The Westwave and Glenfield Pool Complexes (including the Dryland training areas) are the sporting home to all members, divers and supporters of the Clubs. They are also Council owned facilities shared with other users. These facilities should be respected and maintained in a manner benefiting all people who frequent and share the facilities.



- 3.3 All furniture, fixtures, trophies and club memorabilia, training and playing areas that form part of the Clubs and their identities should be treated with care and afforded the respect required so that all existing and future divers and members can have continued access to and enjoyment of these.
- 3.4 Maintaining cleanliness and orderliness of the changing rooms are the responsibility of the teams utilizing them. All teams should leave the dressing rooms, bathrooms and showers in a clean and tidy condition that ensures other users can experience the facilities in an unimpeded and appropriate fashion.
- 3.5 Illegal activities at the Venues, their direct surrounds will not be tolerated.
- 3.6 All visiting clubs and/or divers, Club Life Members and sponsors shall be welcomed and treated with the hospitality standards befitting our vision.
- 3.7 Venues also includes such pool complexes, gymnasiums and accommodations as may be attended during an away event whether nationally or internationally.

4. IMPLICATIONS

Should there be any complaints regarding any of the above the following steps will be undertaken:

- 4.1 All complaints received by a Club Executive Committee in writing or reported by a member of the Executive Committee at meetings will be acknowledged and documented.
- 4.2 The complaint may be communicated to the relevant member, by either email, letter, in person, or by phone to seek input and provide open opportunity for discussion or a complaint review sub-committee may be appointed by relevant Executive Committee (not including the complainant) and attendance by the member will be requested.
- 4.3 Following the review, should the complaint be deemed by the sub-committee to be worthy of action, penalties can include; request for a written apology to those affected, a warning letter, suspension from team selection, coaching or management of the Club, or for serious breaches or repeated offences, cancellation of Club membership.